AA

Final Revision

MIDDLEBURY COLLEGE
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Minority Recruitment And Financial Aid

What we have done

1. Different standards of admissions for minority students.

   A. SAT's are not as important as a criteria for judging the academic suitability of minority applicants as for non-minority applicants.

   B. Grades, curriculum and Class Rank are more important than are SAT's and Achievement Tests.

   C. Motivation is the most important factor in judging the potential for success of our black and Hispanic applicant pool.

Effect: The effect of this altered standard for minority students has been to increase the minority population at Middlebury. However, an unfortunate effect of the double standard has been to isolate minority students from the community as a whole. The remedial Orientation Program which, until very recently was exclusively for blacks and Hispanics was the primary cause for these feelings of isolation and for the stigma placed on these students of being educationally deficient in the eyes of the larger college community.

2. Minority Student Weekend.

   A. Minority students are invited to the campus to talk with students and faculty and to have admissions interviews.

   B. A series of Workshops are planned for students to familiarize them with the Liberal Arts curriculum and to review the college selection process.

   C. Cultural activities are planned by the Black Student Union.

D. As of this year, a greater percentage of the college community will be involved in the weekend so that prospective students will ~~not~~ get an inaccurate perception of Middlebury College. A charter bus was engaged to transport students to the college. It is felt that this practice should be continued as it successfully alleviates student's transportation problems and makes their arrival at Middlebury much smoother.

3. The minority student pamplet.

A. A minority student pamphlet was developed which outlines life at Middlebury for our minority students. This brochure gives prospective students a view of the campus which our other admissions material does not.

4. During the Winter Term a Middlebury College student worked under auspices of the Admissions Office recruiting minority students in the Washington, DC area. This was the most formal arrangement between the Admissions Office and a student recruiter to date. However, students have informally helped with minority recruiting on several other occassions.

The Pre-Enrollment Program (formally the Summer Orientation Program).

A. All students are invited to the pre-enrollment program as opposed to the Summer Orientation Program where only minority students were invited.

B. Black and white students who have (1) not had good academic preparation in high school or (2) have had a solid college prep curriculum, but have not performed well within that curriculum are especially encouraged to attend.

C. The summer program gives students a social and academic head start. The results of the pre-enrollment program have been generally good. There was an excellent rapport between black and white students who attended and many lasting friendships have resulted.

Financial Aid

A. A portion of the total financial aid budget is set aside for minority students. The 1981 minority student budget was $135, 312. That sum was distributed between 25 minority students who matriculated at Middlebury.

B. At present there are no objections to exceeding the budget for minority students should the need arise. Currently all minority students who are accepted to Middlebury who apply for financial aid receive it in the form of Grants and on-campus jobs. These students must also supplement their education with college or outside loans. Conversely,

each year a small number of non-minority students are accepted, but denied financial aid.

C. At this time there are no special scholarships for minority students. All financial aid is awarded based on individual need. The Black Alumni Association of Middlebury is in the process of developing a scholarship to be awarded to an outstanding minority student in the sophomore class.

Recommendations For The Future

1. It is our recommendation that the Admissions Office do away with the term MP (minority/poverty) to classify all black and Hispanic students applying to Middlebury. The nature of our minority applicants has changed over the years to a point where that terminology is obsolete. Many of our minority students come from middle class backgrounds. While there continues to be a number of students whose families incomes are below the national poverty level, we feel the term is demeaning and only serves to further isolate and alienate minority students who matriculate here.

2. Consider adding a question to our admissions application asking students if they wish to be given special consideration as minority candidates so that we do not inadvertently include students in the minority student group who do not wish to be given special admissions consideration.

3. It would be helpful to investigate each students personality through their high school guidance counselor or through an alumni contact so that when each student arrives on campus we are better able to smooth their transition into the academic and social life at Middlebury.

4. The fairest way to judge our minority candidates ~~would be~~ in addition to considering students curriculum, grades, Class Rank and motivation, ~~we~~ would view the SAT's as a function of each students socio-economic and educational background. By doing so we would improve our general standards for all minority candidates without jeopardizing our commitment to the low income and educationally disadvantaged student. Student motivation should still be the most important criteria and interviews should be given whenever possible, either on campus or with an alumni representative.

5. We must not cease to compete for the most qualified minority candidates. Admittedly, it is difficult to compete with the Ivy League schools but students appear to be more sophisticated now and may decide that a small school like Middlebury is a better place for them than a large Ivy League school or university. Having students visit the campus is very important. I recommend that we continue to hold our minority weekend in January, but should also consider the possibility of a campus enrollment weekend for accepted students in the spring.

6. Middlebury's minority student pamphlet should be updated every two years.

   A. The pamphlet should be circulated as widely as possible to (1) high schools, (2) alumni groups, (3) private counselling firms, (4) corporations and foundations.

7. The pre-enrollment program is beneficial and should be continued.

   A. Efforts should be made to encourage more of the white students who need the program to attend. Our current problem is that by inviting all students, the highly qualified overachieving students tend to respond more than those who would benefit more.

8. Conduct an orientation for other members of Admissions staff alerting them to the needs and interests of prospective minority applicants. Encourage staff to more ~~accurately~~ actively recruit minority students during their fall travel. The committee urges the college to expand its recruiting practices to strive for more, qualified minority students.

   A. A greater use of Alumni Admissions Committees.
   B. Designate another person in the Admissions Office to assist with minority recruiting.
   C. Continue to encourage Middlebury students to assist with our minority recruiting efforts during the Winter Term.

9. Financial aid for minority students at Middlebury is good, however, the committee is concerned that the minority student budget may dwindle as college costs continue to soar, thereby, increasing the financial needs of our non-minority student. In the past year the average student's need has jumped from $6700. to $7700. We can expect that the average need will increase each year by at least $1000. Typically, most of our minority candidates have almost complete financial need. In light of this, we urge the college to keep the financial aid budget for minority students at its current percentages, although ideally we would like to see an increase in that budget so that we might increase the numbers of minority student matriculants.